

COUNTY OF ORANGE

SUMMARY OF EMPLOYEE BENEFITS & PREMIUM PAY

2002

For full details on the various aspects of Employee Benefits and Premium Pay, it is necessary to refer to each of the Memoranda of Understanding, the Personnel and Salary Resolution for Administrative Management/Executive Management/Law Enforcement Management and any attachments included with this summary.

(Prepared 3/5/02)

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REPRESENTATION UNITS

| Bargaining Unit (or Group) | Number of Classifications | Number of Equivalent Full-time Regular Employees |
|--|----------------------------------|---|
| Administrative Management | 129 | 513 |
| Attorney | 12 | 471 |
| Community Services | 38 | 1239 |
| Craft & Plant Engineer | 18 | 132 |
| Eligibility Worker | 3 | 1051 |
| Executive Management | 39 | 104 |
| General | 284 | 3192 |
| Healthcare Professional | 66 | 1129 |
| Law Enforcement Management | 5 | 81 |
| Office Services | 76 | 3233 |
| Operations & Service Maintenance | 51 | 3629 |
| Peace Officer | 6 | 1667 |
| Probation Services | 4 | 884 |
| Probation Supervisory Management | 2 | 114 |
| Sheriff's Special Officer & Deputy Coroner | 4 | 316 |
| Supervising Peace Officer | 2 | 209 |
| Supervisory Management | 239 | 1797 |
| Totals | 939 | 19657 |

For full details on the various aspects of Employee Benefits and Premium Pay, it is necessary to refer to each of the Memoranda of Understanding, the Personnel and Salary Resolution for Administrative Management / Executive Management / Law Enforcement Management and any attachments included with this summary.

LEAVE PROVISIONS

BEREAVEMENT LEAVE

Upon request, employees receive necessary time off with pay to arrange for or attend a funeral of a member of their immediate family. (Check applicable MOU for specific provisions)

FAMILY LEAVE (FMLA or CFRA)

Family Leave is granted to the extent required by law for situations qualifying for such leave. (See the applicable MOU for requirements for notification, verification and use of accrued time.)

For employees on approved Family Leave, the County continues to pay health insurance premiums to the extent required by law.

JURY DUTY LEAVE

An employee called for jury duty is compensated at his/her regular rate of pay for those hours of absence due to the jury duty which occur during that employee's regularly scheduled working hours. The fees for such hours must be deposited with the County Treasurer. Employee may request a change to a Monday-through-Friday day shift for the duration of such jury duty.

PARENTHOOD LEAVE

A Parenthood Leave Without Pay of up to six months shall be granted upon request of an employee (once within any twelve month period) in connection with the birth or placement for legal adoption of a child. Documentation is required, and the leave must start within six months before or after the date of birth or placement for legal adoption of the child.

SICK LEAVE

During the first three years of employment, employees earn nine (9) days of sick leave per year and, after three years of employment, earn twelve (12) days of sick leave per year. There is no maximum limit for the accumulation of earned sick leave.

Sick leave may be used for personal illness, injury or disability due to pregnancy or childbirth and for medical and dental office appointments during working hours.

Sick Leave may also be used because the employee's presence is needed to attend to the **serious illness of a member of his/her immediate family** for a maximum of three working days in any one instance.

Exceptions:

| | |
|--------------------------------|------------------|
| Eligibility Worker Unit | 24 working hours |
| Peace Officer Unit | 24 working hours |
| Supervising Peace Officer Unit | 24 working hours |
| Craft & Plant Engineering Unit | 24 working hours |

Use of sick leave for **personal emergencies** is allowed to a maximum of 30 hours per year.

Exceptions:

| <i>20 Hours Per Year</i> | |
|---|---------------|
| Peace Officer Unit & Supervising Peace Officer Unit | Attorney Unit |

For employees hired prior to July 15, 1977, upon paid retirement or death, an employee (or his/her estate) is paid for all of the employee's unused sick leave.

ANNUAL LEAVE

The County has annual leave plans for employees in the Peace Officer, Supervising Peace Officer, Law Enforcement Management and Attorney Units. Employees hired on or after July 15, 1977 are covered by the Annual Leave plans. Annual Leave plans combine sick leave and vacation time into one account, and provide for payouts upon separation from County service according to years of service. There are leave usage guidelines associated with each of the County's Annual Leave plans.

VACATION

Regular employees with one to three years of service receive approximately 80 hours per year of vacation; those with three to ten years receive 160 hours of vacation; and those with ten or more years of service receive 200 hours vacation. Part time employees receive vacation on a prorated basis.

An extra week's vacation (five days) is granted to Executive Management Officials, Administrative Management Group, Law Enforcement Management Unit and Attorney Unit employees and employees in certain Real Property classes

Upon reemployment, the Human Resources Director may apply the period of previous County service for the purposes of determining vacation earning rates.

The maximum amount of vacation credit per year ranges from 240 hours to 400 hours (see applicable MOU for details).

In each fiscal year, employees may request to be paid for 40-80 hours of accrued vacation depending on Representation Unit (see appropriate MOU or PSR).

HOLIDAYS

All employees are paid for 12 holidays per year, plus two hours of compensatory time are credited on March 1st of each year.

UNIFORMS

Orange County provides uniforms for all law enforcement personnel and certain maintenance, craft, park, animal control, public works and communication employees. See applicable MOU for more information.

INSURANCE

HEALTH INSURANCE

The County offers two HMO plans to its employees. Each provides general medical care to employees and their families:

| <i>Plan</i> | <i>Maximum County Share Per Month</i> | <i>Employee Share Per Month No Dependents</i> | <i>Employee Share Per Month 1 Dependent</i> | <i>Employee Share Per Month, Two or more Dependents</i> |
|--------------------------------|---|---|---|---|
| CIGNA Private Practice Plan | \$443.06 | \$ 0 | \$106.14 | \$147.68 |
| Kaiser Permanente | \$433.30 | \$ 0 | \$102.08 | \$144.42 |

In addition, employees are given a choice of four indemnity plans:

County Indemnity A Plan: Available only to management employees and retirees currently enrolled in the plan. This plan is not available to new enrollment. Pays for \$1,000 of hospital at 100 percent, other eligible charges paid at 80 percent of 90th percentile of usual and customary charges to \$5,000 per year, then pays 100 percent for balance of year. Lifetime maximum is \$1,000,000. Deductible is \$100 per individual, \$200 per family.

Preferred Choice Plan (County Indemnity B): Pays 90 percent of hospitalization when admitted to a Preferred Provider hospital; 80 percent in a non-Preferred Provider hospital. Utilization review is required for all scheduled hospital admissions. Plan pays 80 percent for all other eligible charges to \$10,000 per year then pays 100 percent for balance of year. Lifetime maximum is \$2,000,000. Deductible is \$100 per individual, \$200 per family. Prescription drug card and mail order program; waive deductible, 20% co-payment of a discount rate on prescriptions.

Wellwi\$e Plan: Pays 90 percent of hospitalization when admitted to a Preferred provider hospital, 80 percent in a non-Preferred Provider hospital. Utilization review is required for all scheduled hospital admissions, mandatory outpatient and second opinion on listed services. Pays 80 percent of all other eligible charges to \$10,000 per year then pays 100 percent for balance of year. Lifetime maximum is \$1,000,000. Deductible is \$200 per individual; \$500 per family. Deductible amount is rebated at the end of the year if no claims are filed. Prescription drug card and mail order program; waive deductible, 20% copayment of a discount rate on prescriptions.

Sharewell Plan: Pays 90 percent of hospitalization when admitted to a Preferred Provider hospital, 80 percent in a non-Preferred Provider hospital. Utilization review is required for all scheduled hospital admissions, mandatory outpatient and second opinion on listed services. Pays 80 percent for all other eligible charges to \$10,000 per year then pays 100 percent for balance of year. Lifetime maximum is \$1,000,000. Deductible is \$5,000 per family. The employee receives pay credit for enrollment in the plan.

| <i>Plan</i> | <i>Maximum County Share Per Month</i> | <i>Employee Share Per Month No dependents</i> | <i>Emp. Share Per Month 1 Dependent</i> | <i>Emp. Share Per Mo., Two or more Dep.</i> |
|--|--|--|--|--|
| County Indemnity A | \$1223.47 | \$ 0 | \$266.93 | \$374.74 |
| Preferred Choice (County Indemnity B) | \$1116.46 | \$ 0 | \$241.54 | \$339.02 |
| Wellwi\$e | \$781.34 | \$ 0 | \$174.64 | \$245.16 |
| Sharewell | \$379.15 | \$ 0 | (\$58.66) | (\$49.86) |

Includes pay credit

The County pays 100 percent of the employee's premium. Premiums for Group I Executive Management and their dependents are paid by the County.

Employees in the Deputy Marshal Unit, the Peace Officer Unit and the Supervisory Peace Officer Unit have health plans through their labor organizations. The County contribution is \$450.00 per month. Employee contribution varies with plan and family enrollment.

DENTAL INSURANCE

Dental insurance is provided to the following:

| <i>Unit</i> | <i>Comment</i> | <i>Cost to County</i> |
|---|--|---|
| Executive Management and Elected Officials | Dependents covered; pays up to 100% of basic services and 50% of eligible major services with a maximum calendar year benefit of \$1,500 per family member. No cost to employee. | \$74 per employee per month |
| Administrative Management | Same as above | Same as above |
| Law Enforcement Management | Same as above | Same as above |
| Attorney Unit | Same as above | Same as above |
| Craft & Plant Engineer Unit | Funds contributed to Operating Engineers Local 501 Security Fund for their Dental Program Plan A. No cost to employee. | Up to a maximum of \$32.26 per pay period per employee. |

LIFE INSURANCE

Life insurance is provided to the following units/groups. The employees may purchase additional life insurance and death and dismemberment insurance by paying the premiums.

| <i>Unit/Group</i> | <i>Amount/Type of Insurance Provided</i> | <i>Cost to County per 1,000/per month</i> |
|------------------------------------|---|--|
| Executive Management Officials | \$125,000 Life | 20 cents |
| | \$125,000 AD&D | 4 cents |
| Administrative Management Group | \$45,000 - \$100,000* Life | 20 cents |
| | \$45,000 - \$100,000 AD&D | 4 cents |
| Law Enforcement Management Unit | \$85,000 - \$90,000* Life | 20 cents |
| | \$85,000 - \$90,000 AD&D | 4 cents |
| Craft & Plant Unit | \$10,000 Life | 20 cents |
| | \$10,000 AD&D | 4 cents |
| Attorney Unit | \$100,000 Life | 7.7 cents |
| | \$100,000 AD&D | 4 cents |

*Based on salary grade

The County also provides a \$100,000 accidental death and dismemberment policy for employees in the Peace Officer and Supervising Peace Officer Unit, Sheriff's Special Officer and Deputy Coroner Unit.

OTHER INSURANCE COVERAGE

A trust fund for the sole purpose of providing disability and other group coverages for employees (including non-members) is maintained by:

| <i>UNIT</i> | <i>UNION</i> | <i>AMOUNT CONTRIBUTED *</i> |
|--|---------------------|------------------------------------|
| Community Services | OCEA | 30 cents |
| Craft & Plant | IUOE | \$32.26 per pay period |
| Eligibility Worker | AFSCME | 30 cents |
| General | OCEA | 30 cents |
| Healthcare Professional | OCEA | 30 cents |
| Office Services | OCEA | 30 cents |
| Operations & Service Maintenance | SEIU | 26 cents |
| Peace Officer & Supervising Peace Officer | AOCDS | 30 cents |
| Probation Services | OCEA | 30 cents |
| Probation Supervisory Management | OCEA | 30 cents |
| Sheriff's Special Officer & Deputy Coroner | OCEA | 30 cents |
| Supervisory Management | OCEA | 30 cents |

*For all regular hours paid.

UNEMPLOYMENT INSURANCE

All employees are covered by the State of California unemployment insurance self-funded Orange County Plan.

RETIREE MEDICAL BENEFIT

The County administers a Retiree Medical Insurance Grant plan for employees who have retired from County service and who meet certain eligibility requirements. This grant may be applied only toward the cost of retiree and dependent coverage in a County-offered health insurance plan and/or Medicare premiums.

Employees contribute one (1) percent of their base salary, through payroll deduction. Upon retirement, the amount of the grant is based on thirteen dollars and fifty-three cents (\$13.53) per month for each full year of service to a maximum of three hundred thirty eight dollars and twenty-five cents (\$338.25) per month. Each fiscal year, the amount is adjusted by the average percentage increase in County Health Plan premiums, not to exceed five (5) percent per year. The 2002 rate is \$13.53 per month of service to a maximum of \$338.25/month. Retiring employees have a one time opportunity of at least thirty (30) days in which to enroll in a County-offered health plan or Medicare.

Employees who separate from County service prior to meeting the eligibility requirements for the Retiree Medical Insurance Grant receive a lump sum cash payment equal to one (1) percent of salary for each year of qualifying service.

SALARY CONTINUANCE BENEFIT

After sick leave is exhausted, short-term disability program benefits are provided from the first day of an accident (8th day of an illness) up to one year for eligible units (Executive Management, Administrative Management, Law Enforcement Management, Attorney, and Craft & Plant Engineer), who receive 60% of their salary paid (see appropriate MOU for limitations).

The County is self-funded for short-term salary continuance. Long-term benefits are provided through Standard of Oregon.

WORKERS' COMPENSATION SUPPLEMENTAL PAY

Employees compelled to be absent from duty because of a job-related injury or disease receive for up to one year, pursuant to California Labor Code Section 4600, Workers' Compensation Supplement Pay which, when added to the Workers' Compensation Temporary Disability Benefit, equals 80 percent of the employee's base salary.

Law enforcement and certain other Peace Officer class employees covered by Section 4850 of the Labor Code receive leave and benefits as provided by Section 4850.

VOLUNTARY ANNUAL PHYSICAL

All full-time, regular, limited-term, and probationary employees are offered an annual physical examination by a County-designated physician.

DEFERRED COMPENSATION

Employees may participate in the County's Deferred Compensation Plan. There is no County contribution and any plan administration costs are charged to the participants.

| | <i>457 Plan</i> |
|--------------------|--|
| Minimum Deferral | \$20.00 per month |
| Maximum Deferral | Up to 25% of gross income but not more than \$11,000 per year. |
| Investment options | Numerous options available. |
| Administered by | Benefits Corp |

The Executive Management Groups I, II, III, County Executive Officer and members of the Board of Supervisors are eligible to participate as follows:

| | <i>401(a) Plan</i> |
|-----------------------|--|
| County Contribution | 6% of base salary; BOS, CEO, Executive Management Group I 3% of base salary; Executive Management Group II, III, Confidential Unit \$25 per month; Attorney Unit |
| Employee Contribution | -0- |
| Investment options | Numerous options available. |
| Administered by | Benefits Corp |

OPTIONAL BENEFIT PLAN

Attorney Optional Benefit Plan: Eligible employees in the Attorney Unit are reimbursed (or receive in "taxable" cash) up to \$2,000 for the 2002 plan year for expenses incurred for any of the items listed below.

Management Optional Benefit Plan: Eligible Executive Management officials are entitled to receive benefits listed below at a cost to the County (including "taxable" cash) not to exceed \$3500 for calendar year 2002. Administrative Management Group and Law Enforcement Management Unit employees are entitled to receive \$2,000 for calendar year 2002. Management employees in the Executive Policy Unit are entitled to receive \$3500 for calendar year 2002.

The options include:

- Cash (taxable)
- Deferred compensation – distribution to deferred compensation account
- Job-related professional memberships, licenses and certificates (employee only)
- Job-related professional conferences, including fees and other expenses while attending (employee only).
- Job-related journals and periodicals (employee only).
- Health programs (employee and/or dependents) such as physical, mental and/or emotional health-related counseling for individual and/or family, not covered or partially covered through existing health plans.
- Insurance premiums (employee and/or dependents) including employee share of payments to health plans available through the County. Includes payment of Accidental Death and Dismemberment and disability coverage for employee and dependents.
- Health care (employee and/or dependents) including uncovered or partially covered care available through existing health plans. Includes deductibles and eye care, lenses and frames.

REIMBURSEMENT PLANS

MILEAGE REIMBURSEMENT

Employees in the General, Health Care Professional, Probation Supervisory Management, Supervisory Management, Office Services, Community Services, Sheriff's Special Officer, Attorney, Peace Officer and Supervising Peace Officer, Eligibility Worker, Craft and Plant Engineer, Operations and Services Maintenance, Administrative Management Group, Executive Management Officials, and the Law Enforcement Management Unit receive mileage reimbursement at the IRS rate (currently 36.5 cents per mile).

Employees in the Probation Services Unit receive the current IRS rate of 36.5 cents per mile except Deputy Probation Officer II and III who receive 39 cents per mile.

District Attorney Investigators receive 39 cents per mile. Attorneys receive 39 cents per mile. Any employee who drives equal to, or greater than 250 miles in a calendar month will receive 39 cents per mile for every mile driven in that month.

ATTORNEY BAR FEES

Employees in attorney classes are reimbursed for California and Orange County bar fees.

EDUCATIONAL AND PROFESSIONAL REIMBURSEMENT

Employees may qualify for reimbursement for job-related courses or tests, professional conferences or seminars, licensing, accreditation, or examination fees, or professional membership fees. The maximum reimbursement that may be received by eligible employees in one fiscal year is \$2000. Specific criteria apply. It is the intent of the program to assist as many qualified employees as possible and the amount listed is the maximum allowed; not a guaranteed amount.

FLEXIBLE SPENDING ACCOUNTS

The County administers two Flexible Spending Accounts:

Health Care Reimbursement Account (HCRA). Eligible employees have the opportunity to allocate a specific portion of bi-weekly pre-tax salary into a reimbursement account for health care expenses as permitted in the IRS code. The maximum allocation to the account is \$5000.

Dependent Care Reimbursement Account (DCRA). Eligible employees have the opportunity to allocate a specific portion of bi-weekly pre-tax salary into a reimbursement account for dependent care expenses as permitted in the IRS code. The maximum allocation to the account is \$5000.

AUTOMOBILE ALLOWANCE

Executive Management officials hired before 8/24/93 receive an automobile allowance of \$715 per month. Executive Management officials hired on or after 8/24/93 receive an automobile allowance of \$600 per month. Some have the option of having an automobile provided them in lieu of an allowance.

PAY PRACTICES

OVERTIME

Overtime is work performed beyond the normal workday, workweek or work period and is compensated at 1-1/2 times the regular rate for eligible employees.

PREMIUM PAY

Advanced Certification Pay

Employees in certain classes in the General Unit and Supervisory Management Unit (see MOU for applicable classes) receive the equivalent of \$119 per month for receiving an Advanced Appraisal Certificate for the State Board of Equalization.

Attorney Special Duty Pay

An employee in the Attorney Unit who is assigned Attorney Special Duty will receive 1/3 of their regular hourly rate for the duration of the assignment.

Bilingual Pay

Employees certified as qualified by the Personnel Director and assigned by the agency/department to positions requiring bilingual ability receive an additional amount per hour.

In lieu of regular bilingual pay, qualified employees in specified classifications in some units receive Exceptional Bilingual pay.

| <i>UNIT</i> | <i>Bilingual Pay Amount</i> | <i>Exceptional Bilingual Pay</i> | |
|---|--|---|-----------------------------|
| | | <i>Classes</i> | <i>Amount</i> |
| Executive Management | N/A | N/A | |
| Administrative Management | 30 cents per hour | N/A | |
| Law Enforcement Management | 30 cents per hour | N/A | |
| Attorney | 20 cents per hour | N/A | |
| Community Services | 40 cents per hour | Specified classes | 90 cents or \$1.15 per hour |
| Craft & Plant Engineer | No bilingual pay | N/A | |
| Eligibility Worker | N/A | All employees | \$1.15 per hour |
| General | 40 cents per hour | Specified classes | 60 or 70 cents per hour |
| Health Care Professional | 40 cents per hour | Specified classes | 70 or 90 cents per hour |
| Office Services | 40 cents per hour | N/A | |
| Operations & Service Maintenance | 60 cents per hour | N/A | |
| Peace Officer | 30 cents per hour | Specified classes | 60 cents per hour |
| Probation Services | 40 cents per hour | Specified classes | 70 cents per hour |
| Probation Supervisory Management | 40 cents per hour | Specified classes | 70 cents per hour |
| Sheriff's Special Officer & Deputy Coroner | 40 cents per hour | N/A | |
| Supervising Peace Officer | 30 cents per hour | Specified classes | 60 cents per hour |
| Supervisory Management | 40 cents per hour | Specified classes | 70 cents per hour |

Board Certification Pay

Employees in certain classes in the Healthcare Professional Unit (see MOU for applicable classes) who are Board certified will receive the equivalent, depending upon assignment, of \$314, \$350, \$550, or \$1090 per month.

Call Back Pay

When an employee returns to work at the request of the agency/department after he/she has completed the normal work shift and left the work station, the employee is paid at 1-1/2 times the regular rate, with a minimum of four hours paid.

Exceptions: No Call-back pay for Executive Management, Administrative Management, Law Enforcement Management, and the Attorney Unit

Case Call Pay

When a Deputy Public Guardian in the Community Services Unit receives a case call at home, the employee will be paid at 1 ½ times their regular rate with a 1 hour minimum for each case.

Commercial Driver's License Pay

Employees in the class of Equipment Mechanic Leadworker and Supervising Equipment Mechanic I and II in the Supervisory Management Unit and Equipment Mechanic and Pumping Station Operators in the Operations and Service Maintenance Unit who possess a valid Class A or Class B driver's license are eligible to receive 60 cents per hour for hours paid based on specific criteria (see MOU).

Communications Coordinator Salary Supplement

Employees in the Communications Coordinator II class in the General Unit receive a salary supplement equivalent to an additional 5.5% for each hour actually worked on the paramedic radio communications console when assigned four (4) consecutive hours or more to that console.

Confined Spaces Pay

Employees in the Maintenance Inspector/Specialists class in the General Unit and Supervising Maintenance Inspector/Specialists class in the Supervisory Management Unit who are regularly assigned to the Public Works Operations Confined Space Inspection Team receive \$1.25 per hour for those hours spent actually working in confined spaces (as defined in the MOU).

Employees in the Operations and Service Management Unit who go underground as part of the Confined Spaces Team will receive \$1.00 per hour for hours paid.

Elevated Work Pay/High Lift Pay

Employees in the Craft and Plant Engineer Unit who work upon scaffolds or hanging platforms at or above twenty (20) feet above grade, including upon a platform while rigging, receive a differential of 5% of the employee's basic hourly rate for those hours actually worked under

these conditions, with a minimum of four (4) hours paid in any day in which qualifying work is performed.

Employees in the Operations and Service Maintenance Unit who work upon scaffolds or hanging platforms at or above twenty (20) feet above grade, including upon a platform while rigging, receive a differential of 85 cents per hour for those hours actually worked under these conditions, with a minimum of four (4) hours paid in any day in which qualifying work is performed.

Firefighting Call-Back Pay

Employees in the Supervisory Management Unit who are called back to fight fires at a landfill station or in support of wildland fires will receive \$7.00 per call in addition to call-back pay.

Employees in the Operations and Service Maintenance Unit who are called back to fight fires at a landfill station will receive \$15.00 per call in addition to call-back pay.

Height Premium Pay

Communications Technician and Installer classes in the General Unit receive 50 cents per hour for hours spent working at heights above forty (40) feet, with a minimum of two (2) hours paid for any day in which qualifying work is performed.

Jail Salary Supplement

Employees in certain classes in the General Unit, Healthcare Professional Unit, Craft and Plant Engineer Unit, Community Services Unit, Office Services Unit, and Supervisory Management Unit (see MOU for applicable classes) receive 17 cents per hour or 75 cents per hour for all hours paid when permanently assigned to certain jail facilities (listed in the MOU).

Custodial employees in the Operations and Service Management Unit who permanently assigned to perform “pipechasing” work in the Central Jail or Intake Release Center will receive 50 cents per hour for all hours actually paid.

Certain classes in the Healthcare Professionals Unit (see MOU for applicable classes) assigned to work in an adult correctional facility receive 75 cents per hour for all hours paid.

Licensure Differential Pay

Employees in the class of Mental Health Specialist in the Community Services Unit who are permanently assigned to an adult correctional facility, ETS, or Westminster TRC, will receive the equivalent of \$195 per month.

Employees in certain classes in the Healthcare Professional Unit (see MOU for applicable classes) will receive \$1.60 per hour for each hour such licensure is required.

Night Shift Differential

Night shift means an assigned work shift of seven or more consecutive hours which includes at least four hours of work between the hours of 4:00 p.m. and 8:00 a.m. An employee who works a night shift shall be paid a night shift differential in addition to his/her base salary.

| <i>UNIT</i> | <i>AMOUNT</i> |
|--|--|
| Administrative Management | 5% of 1/80th of biweekly rate |
| Attorney | No night shift differential |
| Community Services | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour |
| Craft & Plant Engineer | 5-1/2% of basic hourly rate |
| Eligibility Worker | 50 cents per hour |
| Executive Management | No night shift differential |
| General | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour (see exceptions for designated Nursing classes) |
| Health Care Professional | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour |
| Law Enforcement Management | 5% of 1/80th of biweekly rate |
| Office Services | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour |
| Operations & Service Maintenance | 5% of basic hourly rate; min. 80 cents per hr; max. \$1.00 per hour |
| Peace Officer & Supervising Peace Officer | No N/S differential (see exception) |
| Probation Services | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour |
| Probation Supervisory Management | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour |
| Sheriff's Special Officer & Deputy Coroner | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour |
| Supervisory Management | 5% of basic hourly rate; min. 60 cents per hr; max. \$1.50 per hour (see exceptions for designated Nursing classes) |

Exceptions:

Employees in specified nursing and nurse supervisory classes (in the Supervisory Management Unit) are paid a night shift differential. (See MOU for designated classes).

Employees in specified Health Care Professional classes receive a night shift differential. (See MOU for designated classes).

Employees in the classes of Deputy Sheriff I, Deputy Sheriff II or Sergeant assigned to the jail are paid night shift differential pay at the rate of \$100 per month (prorated at 57.7 cents per hour).

On-Call Pay

Employees assigned to on-call duty by the County are to be informed in writing of the dates and inclusive hours of such assignment. The employee is paid 1/4 of his/her basic hourly rate for the entire period of such assignment. See appropriate MOU for exceptions.

Employees in the Attorney Unit assigned to "Attorney Special Duty" by the County are to be informed of the dates and inclusive hours of such assignment. The employee is paid 1/3 of his/her basic hourly rate for the entire period of such assignment.

Peace Officer/Supervising Peace Officer Assignment Pay

Peace Officer and Supervising Peace Officer Unit employees who are in regular pay status and assigned to:

Hazardous Devices Squad Assignment Pay

Receive approximately \$525 per month.

Substitutes receive approximately \$200 per month.

Helicopter Observer Assignment Pay

Approximately \$300 per month.

Dive Team Assignment Pay

Approximately \$175 per month.

Toxic Investigator Assignment Pay

Approximately \$175 per month.

Mounted Assignment Pay

Approximately \$175.00 per month

Helicopter Pilot Assignment Pay

Approximately \$525 per month.

Training Officer Assignment Pay

\$1.00 per hour for all hours assigned to perform training functions

Motorcycle Officer Assignment Pay

Approximately \$175 per month

Tactical Support Assignment Pay

Approximately \$175 per month

Employees so assigned for a portion of a pay period receive pay on a prorated basis. Employees assigned as regular substitutes receive approximately \$200 per month.

Peace Officer Standards and Training (P.O.S.T.) Pay

Employees in the Peace Officer Unit and Supervisory Peace Officer Unit who possess the appropriate certificate receive P.O.S.T. Pay for all regular hours paid in the following amounts:

| | |
|--------------|-------------|
| Intermediate | \$150/month |
| Advanced | \$300/month |
| Supervisory | \$340/month |

Qualified employees in the Senior Investigator, Welfare Fraud class in the Supervisory Management Unit also receive P.O.S.T. Pay in the amounts listed above.

Employees in the Investigator, Welfare Fraud class in the General Unit, Supervising Deputy Coroner class in the Supervisory Management Unit, and Deputy Coroner or Senior Deputy Coroner classes in the Sheriff's Special Officer Unit receive P.O.S.T. pay in the following amounts:

| | |
|--------------|-------------|
| Intermediate | \$150/month |
| Advanced | \$300/month |

Safety member employees in the Administrative Management Group and the Law Enforcement Management Unit are not eligible for P.O.S.T. Pay.

Plant Air Conditioning Mechanic Pay

Employees in the Air Conditioning Mechanic class in the Craft and Plant Engineer Unit assigned to the Central Utility Facility receive \$1.00 per hour for each hour actually worked.

Relief Operator Pay

Employees assigned as a Relief Operator in the Craft and Plant Engineer Unit receive \$1.00 per hour for each hour actually worked.

Tactical Support Team Assignment Pay

Employees in the Peace Officer and Supervising Peace Officer Unit who are regularly assigned to the Tactical Support Team on a full-time basis will receive the equivalent of \$80.77 biweekly.

Toxic Hazard Assignment Pay

Employees in the Forensic Scientist or Forensic Specialist classes in the General Unit who are assigned to the Clandestine Lab Section of Forensic Services receive \$175 per month.

Toxic Investigator Assignment Pay

Employees in the Peace Officer and Supervising Peace Officer Unit in the District Attorney's Office who are certified to perform toxic investigator duties, or an investigator in the Sheriff-Coroner Department who is trained and certified to investigate, seize, and dismantle clandestine laboratories, will receive the equivalent of \$80.77 biweekly provided they are assigned to a position designated to regularly perform these duties.

Training Assignment Pay

Employees in the Communications I and II, and Radio Dispatcher classes in the General Unit receive \$1.00 per hour for all hours assigned performing training functions.

Training Officer Assignment Pay

Employees in the Sheriffs Special Officer class assigned to John Wayne Airport or the Training Academy on a regular, full-time basis who are responsible for training new Sheriffs Special Officers receive \$1.00 per hour for all hours assigned to perform such training functions.

Watercraft Differential Pay

Employees in the classes of Painter and Carpenter in the Craft and Plant Engineer Unit regularly assigned to work on County watercraft receive a differential of 50 cents per hour for each hour actually worked.

Employees in the Operations and Service Maintenance Unit regularly assigned to work on County watercraft will receive a differential of 25 cents per hour for each hour actually paid.

RETIREMENT PLAN

We have a 1937 Act retirement system with two tiers (formulas), general and safety. Attorney, Peace Officer, and Management Units have full pickup.

Neither tier is integrated with Social Security, nor does the County provide for Social Security deductions or benefits except that the County makes a 1.45% Medicare contribution for

employees hired after April, 1986. Both tiers provide a 60 percent continuance survivor's benefit and a \$1,000 death benefit.

The County also administers a defined benefit plan for employees who work less than half time and/or in an extra help status. Extra help employees hired before March 1, 2002, the plan is funded by employee contributions, the basic formula is 2% of career earnings for each year of credited service (to a maximum of 30 years) at age 65. Employees who terminate receive a refund of their contributions with interest. Extra help employees hired on or after March 1, 2002, contribute 7.5% of their bi-weekly salary to an IRC 3121 defined contribution plan. Employees who terminate can leave their funds in the plan or take their funds in a variety of distribution options.

BENEFITS AND PREMIUM PAY

Regular Part Time (RPT) and Extra Help (EH) Employees

| <i>Benefit</i> | <i>Regular Part Time</i> | <i>Extra Help</i> |
|--------------------------------|--------------------------|-------------------|
| Attorney Bar fees | X | |
| Automobile Allowance | | |
| Bereavement Leave | X | |
| Bilingual Pay | X | X |
| Call-Back Pay | X | |
| Deferred Compensation | X | |
| Dental Insurance** | X* | |
| Family Leave | X | |
| Health Insurance | X* | |
| Holidays | X* | |
| Jury Duty Leave | X | |
| Life Insurance | | |
| Long-term Disability Insurance | | |
| Mileage Reimbursement | X | X |
| Night Shift Differential | X | X |
| On-Call Pay | X | X |
| Optional Benefit Plan | | |
| Other Insurance Coverage | X | |
| Overtime | X | X |
| Parenthood Leave | X | |
| P.O.S.T. Pay | | |
| Retiree Medical Ins. Grant | X | |
| Retirement Plan - 1937 Act | X>20 hrs | |
| Retirement Plan - Extra Help | X<20 hrs | X |
| Sick Leave | X* | |
| Tuition Reimbursement | | |
| Unemployment Insurance | X | X |
| Uniforms | X | X |
| Vacation | X* | |
| Voluntary Annual Physical | | |
| Workers' Comp Supplement Pay | X* | |

*Prorated

**available to RPT Management employees